



CONVOY DISPATCH

October 1986
#65

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

109

TDU on the Move

Southern Teamsters Speak Out on TDU

Many Teamsters have misconceptions about our brothers and sisters in the southern states. Stories abound about bad contracts that were rejected by members in the North, but voted in by southern Teamsters. The image of anti-union workers being forced to join the union and resenting it all the way is also frequently invoked.

But after years of working with and organizing rank and file Teamsters in the Southern Conference, TDUs have had the chance to learn the true story: that southern Teamsters are some of the strongest around. They have problems particular to their region, but in general they share many of the same concerns as all Teamsters.

In the past two years TDU has grown steadily in the South. The momentum is still building, and at this time we have chapters and organizing committees in North Carolina, Florida, Georgia, Tennessee, Louisiana, and Texas. New organizing areas and future chapters include Wilmington and Winston-Salem, North Carolina; Orlando, Florida; Valdosta, Georgia; Montgomery and Birmingham, Alabama; Jackson, Mississippi; Oklahoma City and others.

TDU has gained a lot in the South

over the last couple of years, and has much more to gain in the future. How is the growth in the South going to proceed, and what is on the minds of southern TDU members? This article explores these questions with the hope that going into our first convention ever in the South, we will be ready to come out of it with solid plans and strategies for continued growth in the coming year.

continued on page 5

One Year After Strike and Ratification

Panels Serve Companies Carhaul Contract on a Silver Platter

A year ago carhauleders demonstrated the value of our network uniting rank and file carhauleders in all sections of the country and craft. We achieved a massive 81% rejection of a contract offer. Since then management and our top union leaders have shown us the need to build the Carhauleders Coordinating Committee even stronger. What they failed to achieve in negotiations they are trying to win by rewriting our contract through the grievance committees.

For example, the right to vote on new competitors was a major factor in passing the employer's second contract offer. But each month brings a new case which further undercuts that right. In August, **Southern California PMT** management started a new shuttle from the Van Nuys GM plant to a newly consolidated rail facility in the City of Industry. But instead of paying the hourly contract rate, they began paying "incentive" of \$5.35 per car for the 43 mile trip. Drivers say they can pull three trips of 7 units in 10 or 11 hours for a grand total of \$112 per day. When members rebelled, they were told it was a "60 day trial period" (find that one in the contract!) and that the Joint Council signed the deal (they have no such authority).

Finally, in late September, the drivers in Local 63 forced a vote. It was rejected 87-7, and the company began paying contract scale. Diligent members got it stopped, although the employees have not yet been made whole for the losses.

When CCI drivers in Detroit voted down a new deal to haul the new Cadillac Allante with sleeper teams

splitting 40c a mile, management simply announced they would reactivate the FJ Boutel name and run it how they wanted. This is classic "double-breasting" in defiance of the contract, and Local 299 members are determined to stop it cold.

The right to vote was dealt another blow earlier this year when the joint committee re-wrote its rules removing the requirement that both locals on each end of a competitive had to share in the traffic (and agree to the deal). This decision allowed Jack Cooper to begin hauling off-rail traffic to and from the east coast on a sleeper team, running-mile basis even though no east coast local had voted in favor.

This principle was even extended to traffic that should not be subject to cut-rate deals. Janesville, Wisconsin Local 579 agreed to haul traffic between Detroit and Wisconsin on a full-half basis even though this traffic had always been full rate and had never been on the rail.

Management at **Jack Cooper** has reportedly even claimed a new running mile deal to Atlanta will have to be

rejected by a two-thirds vote. Like the PMT deal, this would be illegal. But that won't stop management from trying any trick they can think of.

Members at **Shreveport CAT** recently got a reminder that "once it's in, it's in forever." When the plant opened they were told they would have to haul traffic out of the Jackson, Miss. railhead on a half-rate basis, even though the traffic is not subject to competitors. They recently took an overwhelming vote against the arrangement and filed a grievance. But the committee ruled they had to live with it (though they did upgrade backhauls above 220 miles to the frozen "full rate" level).

This is the reason the companies are busily creating as many precedents as possible. We can look for this to get worse if the car market slumps for a while and they propose cut-rate deals to "keep people working." Of course, they don't mention they'll never give back what they take away now.

These problems are not confined to company drivers. As soon as the

continued on page 10

Inside

TDUers FILE SUIT OVER GATE-TO-GATE BACKPAY

page 3

NJ TDU PENSION VICTORY

page 4

UPS TEAMSTERS LOSE OUT IN CHANGE OF OPERATIONS

page 8

SPECIAL REPORT: TDU ACCOMPLISHMENTS FOR 1986

pages 11 & 12

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From the Members

Local Leaders Insulated

I believe that our local leadership is so well insulated from the general membership that they don't have to care about what goes on or what our problems are. They show no care or concern about even the most outrageous events, and almost seem to be defying the members to do something about this lack of concern. They answer to no one. They feel that there is no one above them in our union or outside of it that can be reached by the membership.

Gene Smith
Local 396
Burbank, California

Voluntary as Death and Taxes

Transcon's ESOP is about as voluntary as death and taxes, especially for those employees hired since the ESOP was implemented. If you don't join, you don't get hired—it's that simple. And if you happen to sneak through and get hired, as a couple of employees did here in Chicago, they find ways to get you to join.

The two employees I referred to above found that the company was taking out the ESOP deductions even though they were only 70%ers (they became 58%ers). They grieved this violation and won but management told them that they would not comply with the grievance decision unless they signed up for the ESOP, starting when they became 80%ers. They complained again to Local 710 about this illegal move and the local told them to file another grievance, which they lost. They still have not received the money illegally withheld from them.

In the slick sales pitch they use when selling the ESOP, the company seems to forget to mention things like this. If you have been coerced into signing up as a participant in Transcon's ESOP, or any other, contact the TDU office for legal assistance.

Bob McGinnis
Local 710
Chicago, Illinois

TDU Is Source Of Information

In the coming months I think it is going to be very important for us to have extensive coverage of the negotiations on the UPS Contract. Instead of more secret deals (like in 1984) we need a decent, improved contract in 1987. TDU is our only source of information when we need to know what is happening at contract time.

Dana Beougher
Local 79
Pinellas Park, Florida

Retirement Discrimination

I personally feel that the retirement plan discriminates against age when it comes to the early retirement provision. I don't think it is fair for a worker who hires on when he is 40 years of age and then works 20 years to have a \$900 a month pension, while others who have been on the job for many years (in my case 27) and, because they are only 57, can only draw \$700. This isn't to say that the 20-year pension shouldn't be \$900—members in that position deserve it—but just that benefits should be more fair.

W.G. Isenhour
Local 71
Mooresville, North Carolina

How To Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 619, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Cannery Workers Organizing Project: Box 8548, San Jose, CA 95155. (408) 289-8415.

TDU Steering Committee

Co-Chairs:

Doug Allan, #208
Pete Camarata, #299
Linda Gregg, #435
Maralee Smith, #142

Organizer:

Ken Paff, #407

Trustees:

Barbara Boriotti, #804
John Braxton, #600
Mike Friedman, #407

Members:

John Braxton, #623
Archie Cook, #705
Manuel Diaz, #679
Edward Hernandez, #707
Doug Mims, #728

Mike Savoir, #41
Pete Seicombe, #150

Jerry Simon, #20

Alternates:

Jesse Mize, #688

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1985 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

SPREAD the WORD Distribute Convoy Dispatch

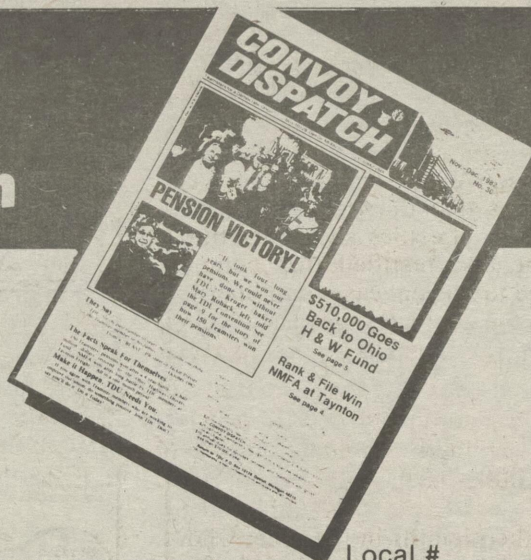
Every month tens of thousands of working Teamsters depend on *Convoy Dispatch* for hard news on the union, special educational features, and updates on the progress of the rank and file movement.

But they don't get it at a newsstand or drugstore. They get it from a Teamster like yourself who is willing to help keep other Teamsters informed by distributing copies each month.

Help us help all Teamsters by signing up for a monthly bundle of *Convoy Dispatch*. For a small cost you can help spread the word. Use the order form at right today.

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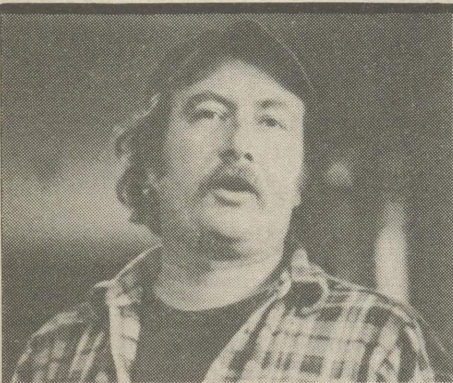


Washington Watch

Seek Return of Backpay

TDUers Sue Over Gate-to-Gate Snafu

For over one year now, Freight Teamsters in the Central, Southern and Carolina supplements have been grappling with the fact that although their contracts promised gate-to-gate pay, most drivers did not begin to receive the correct pay until recently.



I'll Be in Atlanta

Tom O'Keefe
Consolidated Freightways
Dock Steward, Local 229, Scranton

I'll be at the Rank and File Convention to have a say in the coming year's programs and campaigns. I am especially interested in seeing a program for the rights and protection of casual employees.

A number of members, including TDUers, filed grievances over this important matter. The gate-to-gate pay was finally instituted, but under each of these supplements, drivers lost out completely on the backpay involved.

Carolina TDUers have now taken action on this problem by filing suit in federal court to get the money owed them returned. One of the plaintiffs in the case, TDUer and road driver Brad Colesworthy, told *CD* that he joined the suit because, "It's about time that the union and the employers are taken to task, both for their lack of representation and for their absolute disregard for the enforcement of those parts of

the contract they find unsavory."

The plaintiffs argue that by extending the implementation date for the gate-to-gate pay twice, and then failing to provide retroactive pay, the companies have breached the contract, and the union has violated its duty to represent and to provide members with a vote.

Under the Carolina Supplement, gate-to-gate pay was to begin in October, 1985. Despite this, notices were then sent to members acknowledging that measuring of the mileage did not even begin until October. The union and companies got together twice to extend the implementation date. And even when it was imple-

mented in May, not all drivers began receiving the correct pay. Some are still waiting.

Grievances over the failure to pay members backpay were ignored, and then when finally addressed by the committee, it ruled that the company was in compliance with the contract.

The Carolina lawsuit seeks declaration that the contract be enforced as it was originally negotiated and seeks backpay for the plaintiffs. As well, it seeks a court order that other drivers be able to use the grievance procedure to get their backpay. TDU is investigating the possibility of filing similar suits in the Central and Southern Conferences.

Precedent Won for State-Wide Locals

Local 710 Bylaws Vote Set

On September 26, Federal Judge John Nordberg issued a detailed clarification of an earlier decision regarding the rights of all members to have the opportunity to vote on important union issues. His stipulations strengthen an earlier TDU legal victory and call for Chicago Local 710

to hold four regional meetings to allow all Local 710 members the chance to vote on an elected stewards bylaws amendment. The local will also have to provide a mail ballot to any member requesting one who lives over 50 miles from a meeting site.

This order clarifies the original legal decision, which stated that if a local union covers a wide geographic jurisdiction it is a violation of the members' rights to require them to travel to one central meeting to vote and take part in their union. This case went all the way to the US Supreme Court, which refused to overturn it.

Local 710 is a Chicago trucking local that also includes members all over the states of Illinois, Indiana, and in the city of Davenport, Iowa. As well as having great significance for Local 710 members, this victory is welcome news to Teamsters in other statewide locals,

where it is also often difficult for all members to participate in votes and union affairs.

Elected Stewards

With this legal action out of the way, Local 710 members are finally going to get the chance to vote on an amendment to their bylaws requiring the election of stewards. This proposal was first put forward by TDUers and rank and file members in 1983. The amendment will be read at the October union meeting and voted on at the following meeting.

Local 710 officials who, as reported in *CD* last month, are the highest paid local officials, had hoped that their intimidation and undemocratic tactics would end the call for elected stewards and squash members' demand for better representation. But it didn't work, thanks to the determination of the rank and file members who went to court and won this precedent for all Teamsters.

In a separate but related legal action, the US Secretary of Labor is in court to force a re-run of the Local 710 officers' election conducted last fall.

Legal Briefs

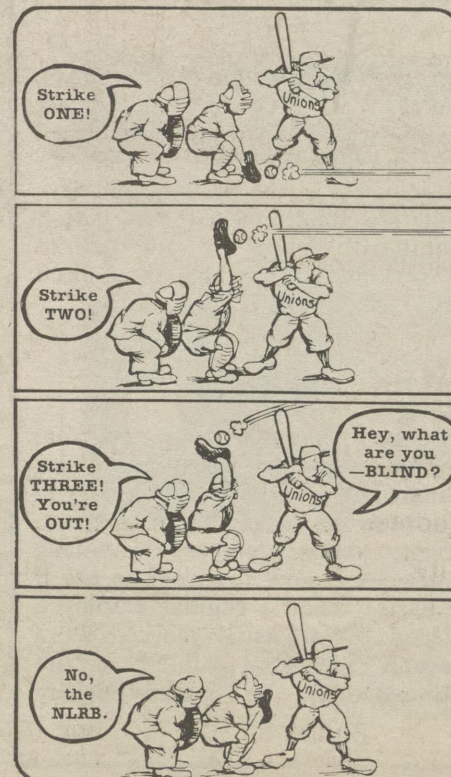
TDU Testifies for Additional Whistleblower Protections.

Federal whistleblower laws offer valuable protection to employees who raise safety and health concerns by refusing unsafe work or filing safety complaints with state or federal agencies. At a recent federal hearing TDU testified in favor of additional protection for whistleblowers, in particular trucking employees covered by Section 405 of the Surface Transportation Assistance Act. Part of TDU Counsel Julie Fosbinder's testimony addressed the problem that many employees are not aware of the protection offered them under the act. She suggested that notices be posted in all workplaces advising employees of their rights under the act, and that notices also be posted whenever an employer has been found to have violated the act.

In addition, Fosbinder stressed the need for a better enforcement mechanism, noting that although the law provides that the Department of Labor's investigation be completed within 60 days, statistics show that the average investigation takes seven months. She also testified that better training and supervision of investigators is needed to prevent cases with merit from being dropped. Of the 54 complaints filed in the western states last year, for example, none were found to have merit by Department of Labor investigators.

Driver Injured by Jifflox Awarded \$250,000.

The first Jifflox lawsuit has gone to trial and the plaintiff in the case, who lost two of his toes when a Jifflox dolly fell on him, has been awarded \$250,000 in damages. Unlike many victims of Jifflox accidents, the plaintiff was not employed by one of the major trucking companies like Roadway, but for a labor-leasing firm, Sunbelt Transportation. His attorney, Mary Wittwer of Janesville, Wisconsin told *CD* her client hoped that by filing and winning the suit he would help to eliminate the Jifflox from use as he believes they are an enormous danger. So far, TDU has referred over 50 injured drivers to attorneys for the purpose of initiating lawsuits against the manufacturer of Jifflox. Please contact the Washington TDU office if you have been injured and would like to take legal action.



Carol Simpson © 1986

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations—the Professional Drivers Council of TDU is here to help you. Contact us today at: PROD/TDU
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What Is Real Purpose of Survey?

Roadway Interested in Workers' Feelings ?

Roadway, one of the trucking industry's leaders in worker-harassment, and dictatorial control of its workforce, has now enlisted the aid of an industrial psychologist to find out how their employees feel about the company. Recently, an "Employee Attitude Research" questionnaire was mailed to all Roadway workers, leading many to wonder if the company really wanted to know or if this was a thinly-veiled attempt to gloss over the real problems.

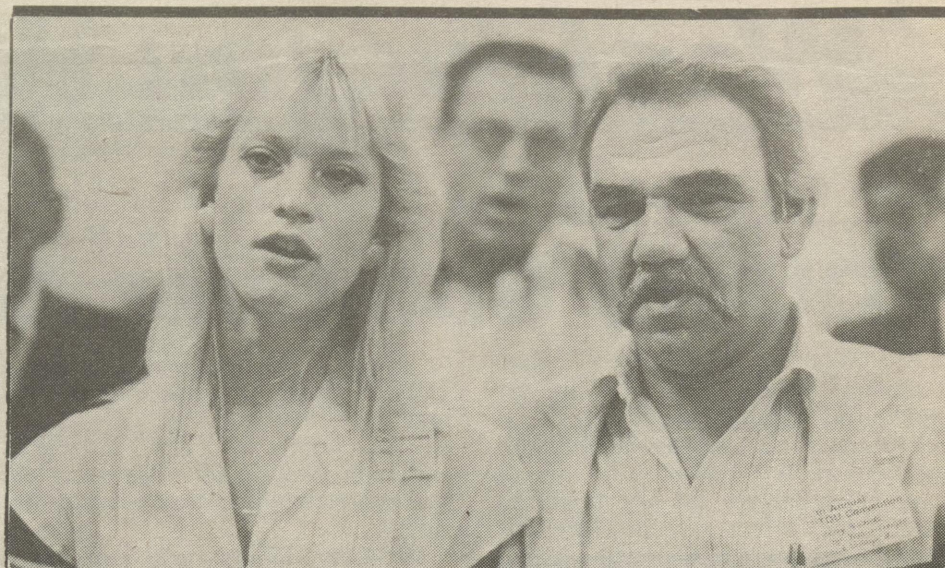
In fact, the questionnaire itself illuminates Roadway's insensitivity to the real needs of its workers, just by the way it is worded and the questions it asks. For example, in the section titled "Compensation" the questionnaire asks "Are wages in your company as good as they are in similar companies? Does your company have a fair system for setting wage rates?"

The real answer is that wages and benefits are determined by collective bargaining, but judging by the wording of these questions, Roadway would

like employees to compare themselves to workers at non-union companies or think of themselves as individuals without the protection and strength that the union provides.

Similar surveys have been used by other Teamster employers, such as United Parcel Service, and are generally a tool for management to collect data from which they can determine how to keep the optimum amount of control over the workforce in bargaining and on the shop floor.

Good union members at Roadway, and all Teamster companies, have the responsibility to keep the union at the forefront of all discussions with the company and also to be vigilant in reminding and educating newer workers about where their benefits come from. It is the union that has achieved a high pay scale and decent benefits, and it is only through a strong union that conditions will improve. Hopefully, this is the answer Roadway got on their attitude survey.



We'll Be at the TDU Convention

Jerry and Cindy Nichols
Yellow Freight
Local 710, Chicago, Illinois

Last year was the first time we ever attended the convention and we met some of the best people in the union. We went there to learn and this year we are returning to learn more. Nowhere else, other than church, have we seen the incredible unity and basic spirit that you find at the convention. For the future of our union, jobs and lives as Americans every Teamster should attend at least one TDU Convention. Make plans to be at this one.

Freight Lines

Union Pacific Buys Overnight.

Union Pacific Railroad has jumped on the buy-out bandwagon by purchasing the fifth largest freight carrier in the country, Overnite Transportation. The railroad shelled out \$1.2 billion in cash for the company. Overnite's Chairman, Harwood Cochrane was delighted with the sale (his family added some \$47 million to their bank accounts) and stated that "This is a real good answer to the problem of trying to carry on the company philosophy and tradition." That philosophy is to continue to operate Overnite as the largest non-union carrier in the country. In fact, Cochrane stated it bluntly by pointing out that he feels Overnite's real success has come because they have managed to "keep the Teamsters out." Isn't it time that our union came up with a strategy to start organizing this trucking giant?

New Book Cites Teamster Failure to Organize.

A newly published book, *Deregulation and the Decline of Unionized Trucking Industry* by Professor Charles Perry, reaches conclusions that are familiar to many Teamsters in the trucking industry. Perry cites deregulation as "only the immediate, not the underlying, cause" of the loss of Teamster jobs. He points out that the loss of Teamster power in the trucking industry was well underway before deregulation hit. His final conclusion is that if current union policies continue, the Teamsters will "follow the same path to organizational erosion and isolation in the trucking industry that the United Mine Workers followed in the coal industry."

Abuse of Casuals Continues Around the Country.

The continued use of casuals on a large scale has been reported from virtually all areas of the country. Investigation reveals that many companies aren't properly noting the use of replacement and supplemental casuals in their barns (which is crucial to gaining seniority for hundreds of casuals). Furthermore, several companies are offering regular employees "company convenience time." This is where supervision goes around the clock to ask if regular employees would like to go home early. When a regular employee agrees to go home, he is quickly replaced by a casual marked as a "replacement" casual. Replacement casuals are not counted in the calculations to determine how many will be placed on the regular seniority roster.

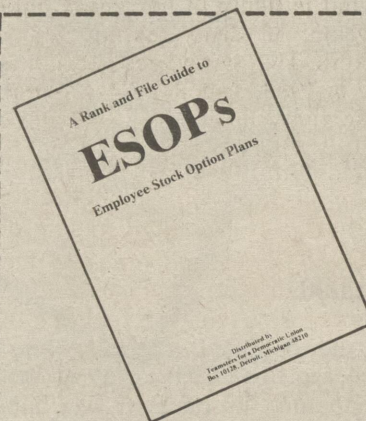
Final Victory on New Jersey Pensions

The New York/New Jersey TDU office is happy to report that another victory has been won in the effort to protect New Jersey Teamsters' pension benefits. Finally, the Local 478 Pension Plan has agreed to return to its original, and more fair, method of computing pro-rata pension benefits under reciprocity agreements with other pension plans.

Last year Local 478 was among several New Jersey plans that cut benefits to members who worked under the jurisdiction of more than one local (and thus were entitled to benefits under reciprocal agreements.) All of the plans involved changed their rules to state that pro-rata benefits would be paid at the rate in effect when the member last worked in the local instead of the rate in effect at the time of retirement.

This move, which would have meant the loss of hundreds of dollars per month for some members, was opposed by TDU members. Using as a precedent a similar case won by a TDU attorney in Pennsylvania, we informed the New Jersey Plans that the reduction in benefits was illegal. Even before legal action was taken the Local 560, 641 and 807 Plans immediately changed their rules back and paid retroactive benefits to those who had lost benefits.

The Local 478 Plan, however, continued the illegal practice, and TDU attorneys were forced to prepare litigation against the fund and its trustees. Within two weeks of being informed that we were prepared to sue, the plan agreed to restore benefits.



New TDU Booklet

A Rank and File Guide to ESOPs explores the risks of stock option plans, looks into their history, and explains what you need to know if your company decides to implement an ESOP. Order this valuable guide today. Price: \$1 each.

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Local 961 Northwest Transport Drivers Tackle Safety Problems

Drivers for Northwest Transport (NW) out of Denver Colorado Local 961 are grappling with some major safety problems at their company. The TDU Washington Office is currently working with TDU members to investigate two major concerns: the extremely rough ride of new Freightliner tractors and an increase in accidents that some drivers feel may be caused by the use of Michelin tires.

According to NW driver and TDUser

Roy Ray, the new Freightliners were built to specifications designed to provide the maximum possible weight on the front axle. As a result, the tractors have a fixed fifth wheel that is placed 14 inches ahead of center. This makes for a ride with no "give" to it, which under normal driving circumstances is bad enough, but for sleeper team operations is a nightmare. Particularly on the rough eastern highways, drivers get little or no sleep and are

subjected to constant pain and trauma.

Drivers have repeatedly filed grievances over this problem, but the only action taken by the company was to use a shorter pin setting. According to Ray, this has not solved the problem because what is really needed is a centered fifth wheel and the use of lighter suspension leaves. Their local has done little to support them, and in fact, Local 961 ended up siding with management at the union grievance hearing by saying, "I have to go along with the company."

The drivers are also concerned about the use of Michelin tires which they claim are weak-walled and have a tendency to follow highway grooves. Combined with the heavy load on the front steering axle, many drivers feel this problem is responsible for the increase in accidents over the last several years.

NW drivers plan to keep working to get action on these problems and Ray is certain that drivers will be ignoring the advice of company manager Robert Belmain who told drivers, "If you don't like it here, you can always go elsewhere."

Teamsters Speak Out

continued from page 1

Are southern Teamsters any different than their brothers and sisters up North? Not so, says Yellow Freight steward and Mobile Local 991 member Roger Kennedy, who told CD, "No, there isn't much difference. We do have some problems because the union hasn't been around as long in the South. Also, many Teamsters come from rural areas where a Teamster job is considered the best thing going. I think many Teamsters here need to be schooled in some basic union principles. That's why TDU is coming on strong—because they communicate and keep people informed."

"There are good hard-working Teamsters in the South, and when they see what the union can do, they're as strong as anyone."

While TDU has existed in many southern locals since the beginning (many southern Teamsters were charter members of both PROD and TDU), new ground is now being broken. One new area is Local 891 in Mississippi, where members have been building TDU over the last year. Frank Compton, CF driver and Local 891 member, explains that, "TDU is picking up steam because the union has basically gotten weaker in the last ten years. The right to vote petition opened up a lot of members' eyes about what the union really needs. I'd say the petition put TDU on the map in our local."

"People see that we need the right to vote for our representatives to the grievance panels as much as we do for our national officers. That's where the union has lost a lot of strength."

Atlanta Kicked Off Growth

The resurgence of TDU growth in the South really began with the establishment of the Atlanta Chapter. The chapter has grown (from its first days of four people meeting around a kitchen table) to one of the larger TDU chapters, with members in every major trucking barn in Local 728. Road driver members from Atlanta began spreading the word about TDU by distributing *Convoy Dispatch* and contract bulletins throughout the southeast. This activity was responsible for the creation of several new chapters and organizing areas and also helped to revive some of the older chapters.

Charlie Helton, a long-time TDUser who works at Roadway in Chattanooga, sums it up best: "I've worked in the Western Conference and the Southern, and to tell you the truth we used to think that the union was stronger up North, but now if you look at the

contracts, there is not much difference.

"The big problem Teamsters North, South, East and West face is that not only our union, but the whole labor movement, is getting weaker due to the actions of anti-labor politicians and a labor board that can no longer be counted on. Sometimes our local officials' hands are tied due to this, and sometimes we have to convince them to act like good unionists. But that's the situation whether you live in Chicago or Chattanooga."

Pennsylvania, New England Are the First

Drug Testing Hits the Docks In Northeast

Drug testing, which so far has been restricted to road and city drivers, is now hitting the docks at two companies in the Northeast. Red Star Express kicked off a program in August, and now Roadway is starting testing at their giant Stroudsburg, Pennsylvania breakbulk.

Effective November 1, 1986 all employees at the Roadway breakbulk, in accordance with their seniority dates, will be required to submit to a drug urine drug screening test along with their biennial physical. Those scheduled for urine screening will be given a 30 to 60 day notice of the testing.

Teamsters under the Central Pennsylvania Supplement probably aren't surprised that they are one of the first in what is likely to become a national program of drug testing for dock workers. Two-tier wages got their start here in 1982, and Roadway's first big productivity push was inaugurated in Central Pennsylvania.

New England Red Star employees probably aren't too surprised either, as their company has led the way in aggressive management tactics to squeeze out more productivity.

As reported in past issues of CD, the dangers involved in drug screening tests are that they are subject to human and technical error that can result in a significant number of "false positive" readings. Many arbitrary firings have already occurred, and many more are likely, given this situation. Experts agree that urine testing must be accompanied by blood testing to positively verify the presence of drugs in the system. So far, companies have chosen not to use the

blood test, due to the fact that they are expensive.

TDU attorneys are continuing litigation aimed at getting more protections and better guidelines for the testing program, and the TDU national office has now published a new brochure on drug testing which will be available at the convention.

Presser Now Says He Was Informant

On September 16, Judge George White made public a motion filed by Presser's attorney and IBT General Counsel John Climaco. The motion indicates that Presser will defend himself in the "ghost employee" trial by claiming that he was an FBI informant and thus immune from prosecution.

This is the first time that Presser has publicly admitted that he functioned as an FBI informant. In fact, Climaco worked hard to have the motion kept secret, but the judge refused his requests.

The motion requests many documents from the government, including "each and every form wherein special agents of the FBI memorialized each interview-debriefing of Jackie Presser." Presser is also seeking the employment records of three FBI agents, including Robert Frederick, the agent indicted for providing an alibi for Presser.

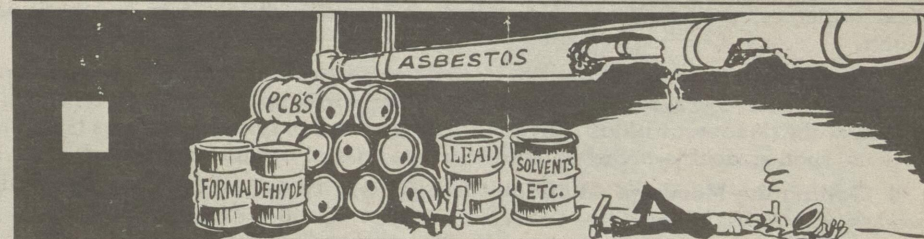
Climaco is expected to argue that although Presser paid his uncle and criminal figures union salaries for doing no work, he did so with the knowledge of the FBI and therefore should not be prosecuted. A trial date has yet to be set in the case.

In related news, attorneys for Frederick, the indicted FBI agent, have filed a motion with the court claiming that the Justice Department singled him out after they bungled the Presser investigation, and lost face in public for it.

Frederick's trial is set for December, and it is likely the trial of Jackie Presser (along with Harold Friedman and Tony Hughes) will follow in early 1987.

UNIVERSAL DRUG TEST

WHICH OF THE FOLLOWING INTOXICANTS DOES EDWIN MEESE WANT WORKERS TESTED FOR?



THE THREE MARTINI LUNCH



KONO PACKI
86 HICK/KONO PACKI LABOR CARTOONS

Agenda and Registration Information

Unionism in Action: Rank and File Co

Friday's Events

Hospitality Room Noon-5 p.m.
Early Registration 1 p.m.-5 p.m.
Special Leadership Session 1 p.m.-5 p.m.
 Evaluating TDU's activities for the past year and planning for the coming year.
Wives Reception 5 p.m.-6 p.m.
Video and Films 6 p.m.-7 p.m.
Dinner 7 p.m.-8 p.m.
Special Presentation 8 p.m.-10 p.m.
 Reports from delegates to the May 1986 IBT Convention and on the Right to Vote Campaign
Reception and Cash Bar 10 p.m.-Midnight
Saturday Breakfast for Early Registrants 7 a.m.-8 a.m.



SATURDAY

SATURDAY BREAKFAST FOR EARLY REGISTRANTS 7 a.m.-8 a.m.
REGISTRATION 8 a.m.-10:30 a.m.
SESSION I: Unity and Strength 10 a.m.-Noon
CHAIR: Linda Gregg, Local 435, Denver
GREETINGS FROM ATLANTA: Doug Mims, Local 728, Atlanta
OVERVIEW OF CONVENTION: John Braxton, Local 623, Philadelphia
SPEAKERS: Jim Guyette, Austin, Minnesota
 Joe Day, Local 170, Worcester, Massachusetts
 Gail Sullivan, Business Agent/Organizer, Local 278, San Francisco
LUNCH Noon-1 p.m.
ROADWAY MEETING AND LUNCH Noon-1 p.m.
WOMEN'S CAUCUS Noon-1 p.m.
SESSION II: Workshops 1 p.m.-3 p.m.
 1) Labor History
 2) Leadership Training I: Getting TDU Off the Ground in Your Area
 3) Effective Public Speaking
 4) Running for Local Union Office
 5) Road Driver Safety and Health
 6) Getting the Members' Attention: Using Publicity to Build the Movement
 7) New Strategies for Labor
 8) Dealing with Stress on the Job and as an Active Union Member
 9) Using the Grievance Procedure
COFFEE BREAK AND VIDEO SHOWINGS 3 p.m.-3:30 p.m.
SESSION III: IT'S OUR ORGANIZATION 3:30 p.m.-5:30 p.m.
Chair: Pete Camarata, Local 299, Detroit
Organizer's Report: Ken Paff, TDU National Organizer, Detroit
Nominations for ISC: Mike Savvoir, Local 41, Kansas City
SPECIAL EVENTS AND COCKTAIL HOUR 5:30 p.m.-7 p.m.
UPS Meeting 5:30 p.m.-7 p.m.
PIE Nationwide Meeting 5:30 p.m.-7 p.m.
Films and Videos 5:30 p.m.-7 p.m.
Lawyers Consultation 5:30 p.m.-7 p.m.
BANQUET with guest speakers Victor Reuther and Bill Slater 7 p.m.-9 p.m.
PARTY, MUSIC, CASH BAR 9 p.m.-1 a.m.
VOTING FOR INTERNATIONAL STEERING COMMITTEE 10-11 p.m.

Workshops Planned for the Convention

SATURDAY

- 1. Organizing in the 1930's: Some Lessons for Today's Labor Movement.** Unions today are facing tough times and tougher employers, but the labor movement has been through hard times before. Former UAW leader and lifelong labor activist Victor Reuther will present an eyewitness account of the organizing campaigns and union struggles during the years of the depression.
- 2. Leadership Training I: Getting TDU Off the Ground in Your Area.** This workshop is designed for members from newer chapters and areas just getting organized. Discussed will be techniques and strategies for building TDU's reputation, recruiting new members, beating apathy and organizing on the shop floor. This workshop is a must for activists and leaders of TDU who want to begin or strengthen a new chapter.
- 3. Effective Public Speaking.** Effective presentation of your ideas and communication with other Teamsters is a crucial skill. This workshop is aimed at helping you to plan, organize and present your ideas verbally at union meetings, informal meetings and in one-on-one encounters.
- 4. Running for Local Union Office.** If you are involved in a local union election or are planning to run in the near future, this workshop is for you. The workshop will be presented by experienced campaigners and successful candidates. It will discuss practical strategies, political techniques, effective planning of literature and basic legal rights.
- 5. Road Driver Safety and Health.** Road drivers face many specialized problems and need answers on how to make their jobs safer. This workshop will report on recent efforts to outlaw the dangerous Jifflox convertors, discuss hour of service problems facing road drivers, such as double-breasting, and increased use of casuals on the road.
- 6. Getting the Members' Attention: Using Publicity to Build the Movement.** This workshop will discuss effective techniques in putting together newsletters, flyers and pamphlets, with a special emphasis on how to organize and get your point across. Also, discussion of how to get access to local newspapers, radio and TV.
- 7. New Strategies for Labor.** In this workshop a panel of experienced labor educators and organizers from other unions will speak on the newest union responses to union busting and concessions. Also on the agenda will be ways to build solidarity, organize new union members, and build a strong, democratic labor movement.
- 8. Dealing With Stress on the Job and As An Active Union Member.** Many experts agree that stress is the number one killer in the workplace. This workshop will cover strategies for overcoming stress on the job, and also ways to deal with the special stress of

being an active union member and TDU builder.

- 9. Using the Grievance Procedure.** Fed up with seeing your grievances go nowhere? Attend this workshop to learn techniques to make sure your grievances are heard and discuss strategies for making them more likely to win. The workshop will take participants right through the grievance procedure.

SUNDAY

- 1. Labor History.** An examination of the events in U.S. labor history that created and built the labor movement.
- 2. Leadership Training II: Strengthening Chapter Organization and TDU Influence.** This workshop is designed for TDU leaders and activists. Discussed will be ways to develop successful leadership teams, how to deal with personal conflicts and ways to form alliances with other reformers and officers.
- 3. Your Legal Rights on the Job and in the Union.** This workshop, geared to newer members and activists, gives a basic working knowledge of your rights. Discussed will be your rights as a union member, internal union procedures and rights under the Landrum Griffin Act.
- 4. Understanding Your Pension and Organizing for Better Benefits.** A basic discussion of pension and health and welfare plans, with the aim of learning how they work and what problems to anticipate. Also discussed will be successful techniques for getting better pension benefits and protections.
- 5. Discrimination Against Women and Minorities.** Women, minorities and older workers face special problems on the job and in the union. How to combat age, race and sex discrimination will be discussed, along with how more women and minorities can be encouraged to be involved in the reform movement.
- 6. Drug Testing: The Dangers, Problems and Your Rights.** The problems of alcohol and drug abuse in the workplace are very real, but is drug testing the fair and equitable way to deal with the problem? This workshop will discuss your rights, and you can protect yourself against inaccurate testing. It will also report on the latest legal challenges to drug testing.
- 7. The NLRB and How to Use It.** The NLRB has provided workers with protection for over 40 years, but can you depend on it to be there when you need it? A discussion on how to make the best use of the protections and rights the NLRB provides. Tips on how to cut through red tape.

e Convention '86

SUNDAY

COFFEE AND VOTING FOR ISC 8 a.m.-9 a.m.

SESSION IV: JURISDICTIONAL MEETINGS 9 a.m.-11 a.m.

Freight and Cartage
United Parcel Service
Carhaul
Grocery and Warehousing
Local Contracts
Wives in TDU

BRUNCH: 11 a.m.-Noon

SESSION V: WORKSHOPS Noon-2 p.m.

- 1) Labor History
- 2) Leadership Training II: Strengthening Chapter Organization and TDU Influence
- 3) Your Legal Rights on the Job and in the Union
- 4) Understanding Your Pension and Organizing for Better Benefits
- 5) Discrimination Against Women and Minorities
- 6) Drug Testing: The Dangers, the Problems and Your Rights
- 7) How to Use the NLRB

SESSION VI: THE ROAD AHEAD 2 p.m.-3 p.m.

Chair: Doug Allan, Local 208, Los Angeles
Introduction of the TDU Steering Committee and Election of Officers

Getting to the Convention

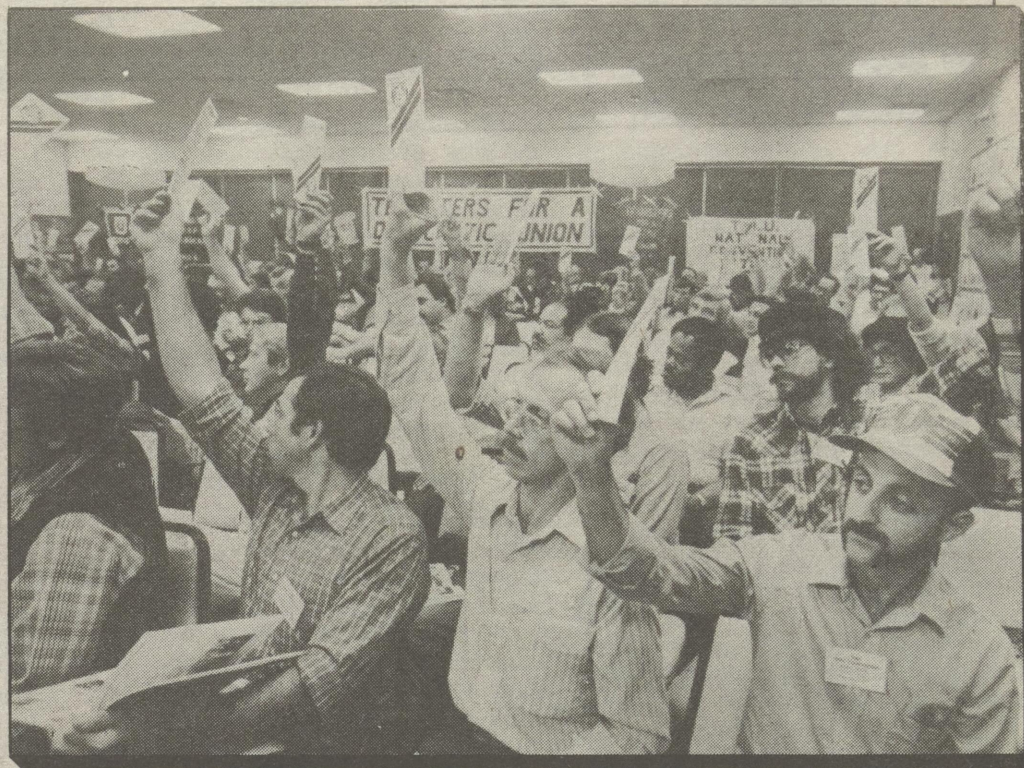
Convention Costs and Facilities. This year's convention will take place in Atlanta — a first for TDU — and we have been able to secure excellent facilities at the American Hotel, one of the few union hotels in Atlanta. We have also been able to keep our convention costs practically the same as last year.

Registration for Saturday and Sunday, including all meals, materials, coffee and entertainment, is only \$79. Room costs at the American Hotel are only \$50 per night (tax included) for single or double rooms. See the registration form at right for more details on prices.

Directions to the American Hotel. All Convention activities will take place at the American Hotel, in downtown Atlanta, close to the Peachtree Center and major shopping and entertainment. To get to the hotel by car: If coming from the North take the Williams/Spring Street exit off I-75. Go south to International Blvd., then east to the American Hotel. If coming into Atlanta from the East or West on I-20 or I-75 and I-85 from the South, take the new exit 96B (International Blvd.), then west to the hotel.

Limousine service is available from the airport for roughly \$5 per person through Atlanta Airport Limousine Service. Taxi service is also available.

Parking is available in the hotel's underground parking facility for only \$3 per day (for registered guests).



Democracy is the cornerstone of unionism. It is also a big part of the Rank and File Convention, where debate and votes will take place on the direction of the movement for the coming year, the campaigns that will be taken on, and the leadership that will guide us for 1987. Make sure your chapter or area is represented at this year's convention. It's our organization — the convention is the place to keep it strong.

Convention Registration Form

REGISTER NOW... SAVE \$10!

Postmark your registration no later than October 3 and receive \$10 discount (\$5 if for one day). See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals, and Saturday banquet and entertainment (cash bar extra). Additional charge for Friday dinner and Saturday breakfast.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$50 per night (tax included) either single or double. If sharing cost of room, please indicate other party.

CHILDCARE

Must be reserved in advance. Cost covers all meals and outings. Please give name(s) and age(s).

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to **Convoy-Dispatch**.

DISCOUNTS

For early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

MAKE FLIGHT RESERVATIONS EARLY! For the best fares reserve 30 days in advance. Call the TDU Office for more information. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone () _____ Co. _____

(if registering for others please include same info.)

of People

Sat. & Sun. \$79 × _____ = _____
Sat. Only \$49 × _____ = _____
Sun. Only \$35 × _____ = _____
Fri. dinner &
Sat. Breakfast \$20 × _____ = _____

Total Registration Cost = _____

_____ Single room
_____ Double room (with _____)
_____ Fri. _____ Sat. _____ Sun. _____
of nights _____ × \$50 = **Housing Cost =** _____

of Children

Sat. & Sun. \$20 × _____ = _____
Sat. Only \$15 × _____ = _____
Sun. Only \$10 × _____ = _____

Childcare Cost = _____

_____ \$25 — one year membership
_____ \$60 — three year membership
_____ \$15 — spouses, retirees and Teamsters
grossing less than \$12,000 per year

Membership Cost = _____

TOTAL COSTS = _____

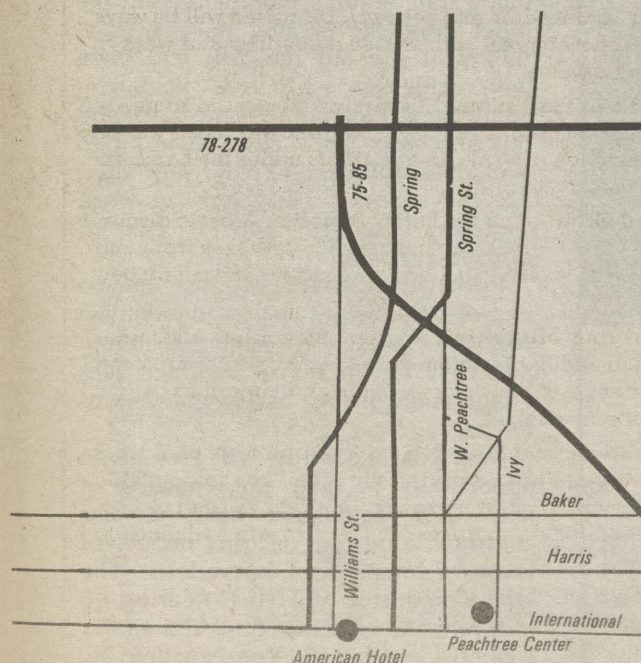
_____ \$10 if postmarked by Oct. 3 (\$5 one day)
_____ \$10 travel over 500 miles one way
_____ \$20 travel over 800 miles one way

Total Discount = _____

Costs minus discounts = _____

Amount enclosed = _____

Balance due = _____



Short Takes

All-Time Biggest Teamsters Rumors. We've all heard 'em at one time or another. Here are just a few: How about the one that Josephine Hoffa (Hoffa's wife) owns a major trucking company (you can fill in just about any company). Speaking of Hoffa, how many Teamsters do you know who say they were his close friend? At last count we had met 6,432 such persons, each of whom also know exactly where his body is. Then there's the one about the weight lifters who had the hefty task of carrying "emperor" Jackie on the sedan chair at the IBT Convention. Word is that they are still recuperating, all-expenses-paid at a resort in the Bahamas. Bets are off that they will accept the rumored \$1 million offered them to do it again at Jackie's trial.

We have to report that the rumor that Presser is carried about the Marble Palace in the same fashion is **not** true.

There are no rumors yet about how many rank and file Teamsters have donated to the **Jackie Presser Defense Fund** that has been established. But if you hear of one, we'd like to know.

Andy Anderson a Big Hit. Many reports have come in regarding our "scoop" last month (later picked up by the press) that former Western Conference of Teamsters Director Andy Anderson is now bargaining on behalf of union-buster Watsonville Canning Co. Even a number of Teamster officials were amazed at this turncoat.

Sign of the Times. The New York Times reports that Martin F. Payson, an attorney at a major New York law firm, says hiring scabs "has become socially acceptable" in recent years, especially since the destruction of PATCO. It's past time for the labor movement to let all union-busters know that attacks against unionism are socially unacceptable.

Presser Won Endorsement. That's right, Presser won the endorsement of some very influential people for his rise to the Presidency of our union, at least that is what an ongoing trial of mob leaders in New York has revealed. Angelo Lonardo, one-time boss of the Cleveland mob, testified that he traveled to New York to get the endorsement of mob leader Anthony "Fat Tony" Salerno for Roy Williams to become Teamster President in 1981. After Williams was indicted he made another trip to New York to talk with Fat Tony about who would follow Williams. "He said he would go along with Presser," Lonardo testified.

UPS Contract Offers Few Rights Concerning Changes of Operations

UPS is in the process of making a number of significant changes of operations, involving both the transfer of feeder runs and the moving of work. From Arkansas across the South to North Carolina and from Detroit and Toledo down route I-75 into Tennessee UPS operations are in motion. The details and results vary from area to area, but one fact is clear: Teamster jobs, conditions and seniority rights are on the line.

What Rights Do You Have?

What rights do UPS Teamsters have when it comes to change of operations, the splitting of centers and moving of feeder runs? An ongoing investigation by TDU indicates that the UPS contract offers little protection and that other major Teamster contracts offer significantly more.

A look at Article 8, Section 7 of the national UPS contract reveals very little language on change of operations. In addition, most area supplements have little more to offer. Add these facts to the reality that union enforcement is for the most part very weak and it becomes clear that this is a vital issue that needs to be addressed in the upcoming contract negotiations.

Here is a brief look at some of the problems with the change of operations procedure at UPS and a comparison of how it is handled in other major Teamster contracts, like freight, car-haul, tankhaul and others.

Right to Follow Work. The national UPS contract and most supplements do acknowledge the basic union principle of the right to follow work. The problem is that it is not clarified or addressed in enough detail. In fact, UPS sometimes simply denies the right, forcing members to fight for protection. This was the case last year

in New Mexico when runs were transferred to Texas and Albuquerque. Teamsters there finally won the right to follow their work, but improved contract language, such as exists in the freight contract, would give UPS fewer loopholes to drive a wedge through.

Seniority Rights. The Southern Conference UPS Supplement is particularly weak on the issue. For example, UPS is currently moving a number of feeder runs in the South, but is only required by the contract to offer the right to transfer to those employees who happen to be on those particular runs, during only the current bid. If the employee who happens to be on the bid run that is moved declines to transfer, it is then offered only to those drivers below him on the list, before laying off.

Under the national freight agreement the procedure is much more clear, and the union principle of seniority is adhered to more thoroughly. Under the freight contract, the top seniority person on the affected board is offered the transfer, and if he refuses, on down through the seniority list. This is more likely to insure that those who may want to transfer can, and reduces the chance of layoff.

Moving Expenses. The UPS contract is a complete zero on this issue. Employees forced to move to keep their job are *not* paid any moving expenses. Under the freight contract, full moving expenses are covered and the affected employee has up to one year to complete the move of home and family. Also covered are the expenses of moving one car and all motel bills for up to 60 days when the employee first gets transferred.

All the UPS National Contract has is the ridiculous clause (under Article 8)

that if the same employee is forced to move twice in any one contract period, more than 100 miles, then he or she may "appeal" for moving expenses!

Right of Information and an Advance Hearing. In most UPS change of operations employees hear little or nothing from their union. The company simply tells them what they will do. Under the freight contract, the company and union have a mutual responsibility to inform employees in advance. A document is prepared and presented by the company which explains and details the changes. This is then reviewed openly by the joint committee. At that stage it can be amended to increase protections for employees.

While the UPS contract does specify that "a joint committee shall be designated to resolve any disputes" this clause is too vague, underutilized and meaningless.

Package Car, Fulltime-Inside and Part-Time Employees are Affected too. Poor contract language does not only affect feeder drivers. In many cases the splitting of centers, or the creation of a new building can mean lost seniority rights and conditions for package car drivers and part-timers. In fact, a side-benefit for management of splitting centers is the resulting breakup of unity. Over the years, many changes have been used to reduce the already small force of fulltime inside employees (as was the case at the giant Maspeth, New York Hub, where a "buyout" was also used to weed out fulltimers).

How are Part-Timers Affected?

One example of how part-timers can be affected can be seen in Nashville, where UPS just opened a new hub. Three centers are now operated out of the old building, and three additional centers and a hub operate out of the new building. The problem is that the vast majority of part-time workers are now at the new building (due to the hub operation), and management says that these workers will only be able to bid on fulltime job openings in that building.

The result is that those part-timers at the new building will have to wait much longer for a chance at fulltime jobs, while the smaller pool of part-timers at the old building will have more chances with less seniority. Some Nashville members have grieved this situation. They have basic union principles and seniority on their side, but the company can bank on weak contract language and a sell-out grievance panel.

Package car drivers can lose out too by being forced onto new and unknown routes, or worse, by having to bump part-timers. Improved contract language could insure better guarantees for package car drivers.

Next year's contract will give us an opportunity to raise the question of why UPS Teamsters have inferior contract language on the important issue of changes of operations. The UPS Committee of TDU is gearing up now to make sure that this, and all our concerns are heard. You can help by getting involved today.



We'll Be at the TDU Convention

Wes Carr, Anthony Smith, Doug Bell, David Thompson
United Parcel Service
Local 639, Washington, DC

We have been very active in our center and local over the past year working for better conditions—with much success. We have been able to do this with confidence and without fear because of the knowledge gained by some of us attending last year's convention. It's your future—don't be left behind, come and plan it with us at the rank and file convention.



Part of the picket line in front of Philadelphia UPS Headquarters in protest of the firing of Steward Keith Miller.

Norristown, Pennsylvania Local 384

Publicity Wins Job for Fired UPS Steward

An informational picket at UPS' Philadelphia District Headquarters on September 22 was successful in convincing UPS to reinstate fired Local 384 Steward Keith Miller to his job. The picket was called after Miller was fired for allegedly "soliciting" a fellow employee to file a workers' compensation claim. Its successful conclusion shows that public disclosure of unjust acts like this can bring pressure on UPS.

Miller is a member of Norristown, Pennsylvania Local 384 and an employee at UPS' Willow Grove center. On the day of his firing, Miller was representing a fellow worker who had been called into the office by management for allegedly having low production. The employee had just returned to work following an illness and Miller told him that he may have been eligible for workers' compensation if work was worsening his condition.

When Miller was fired for this act of "soliciting," his fellow workers de-

cided to take things into their own hands. The picket was decided on as a way to bring UPS' act to the light of day and leaflets were quickly made up and distributed. Management was concerned—they were seen tearing the leaflets off telephone poles, and the very next morning offered Miller his job back.

They had hoped to avoid the picket, but even though Miller was reinstated, members decided to go ahead with the demonstration. On the 22nd, roughly 40 supporters paraded in front of UPS Headquarters carrying signs that read "Workers' Compensation Is a Right" and "Stop Harassment."

As Miller told CD, "UPS doesn't want this kind of publicity, and in this case, they responded to it."

After the picket, UPS offered Miller partial back pay with the suspension to stay on his record. He refused and his grievance will be heard at the local level sometime in November.

UPS and Downs

New Hampshire UPS Using Non-Union NDA Workers.

At the air facility in Manchester, New Hampshire UPS is using non-union ground handlers to do the work of bargaining unit members. So far, five of the non-union workers are being used, and a grievance filed by the Local 633 Business Agent is pending and will presumably go directly to the International (according to the procedure set out for grievances over Next Day Air work). We will be waiting to see how the national rules on this issue. Hopefully it won't be another example of the many union busting concessions already given to UPS in the air operation. Other centers and hubs—let us know if this is happening in your area.

Lexington, Kentucky 4-10 Workweek Runaround.

The drive by UPS to implement 4-10 workweeks for feeder drivers continues, now in Kentucky. Runs normally routed through the Lexington center on their way to Charlotte are now being sent to Columbus and then down through the mountains for West Virginia. No, better service is not the goal here, nor is this a unique training program to teach drivers mountain driving skills. Reportedly, UPS is hoping to "convince" Lexington drivers to go for 4-10 workweek by using this runaround as a lesson. This should also make us wonder if UPS will keep trying to implement the 4-10 workweek piecemeal, or go for its inclusion in the master UPS contract in 1987.

NLRB Orders Columbus UPS to Stop Incentive Plan.

An appeal before the National Labor Relations Board has resulted in UPS being ordered to withdraw the incentive plan from Columbus area UPS centers. As they do in many areas, UPS unilaterally implemented the plan. A grievance was filed which lost at the Joint Area Committee, and then board charges were filed by the local union, which were eventually successful. This ruling is in line with others in the past, where UPS has been ordered to negotiate with the union over the implementation of the plan. It seems that even the weak-kneed NLRB is more on the ball than the joint area grievance committee headed by IBT/UPS Division Co-Chair Dan Darrow (Darrow is from Akron Local 348 and sits on the committee covering this area).

Springfield, Massachusetts UPS Ignoring Feeder School.

Normally, feeder school makes it possible for package car drivers to have hope that they might someday be able to leave the often-traumatic and trying, day-in and day-out grind of life in a package car. Not so now for Springfield, Massachusetts drivers, who are faced with a situation where management just picks and chooses among people who already have Class 1 (Articulated) licenses. Thus, seniority employees who have been waiting years to attend feeder school are skipped over. So far, four positions have been filled and drivers are wondering when the contract will be enforced on this issue.

Sacramento UPS Teamsters Honor Picketline.

Teamster Local 150 members at the Sacramento UPS Hub recently honored a Steelworker's picket that was protesting UPS's contracting of non-union companies for expansion work at their facility. Approximately 100 drivers sat for an hour after a Local 150 Business Agent instructed the steward "not to do anything" until he got there. What he meant was to go on with business as usual, but the steward thought he was instructing members to honor the picket. The steward was fired, but quickly reinstated the next day.

Oakland UPSers Plan "Poverty Protest."

Teamster Local 70 UPS employees from Oakland, CA have made plans to protest the inequities of work conditions and the two-tier, part-time wage system by initiating a monthly "Black Thursday" demonstration. On the fourth Thursday of each month, workers are being asked to wear black clothing to work, even if it is only an armband. A flyer is currently being distributed outlining protest implementation and asking for support from UPS employees.

One protest organizer referred to S.M. Cox's Book *A Matter of Life and Death: Cover-up's, Controversy and United Parcel Service* which addresses the problem of how American companies are "betraying the American way of life" by implementing a work force that forces more and more production from its workers while reducing their standard of living with less pay and benefits. The 1987 UPS Contract could be our chance to get rid of the two-tier inequity once and for all.

Revised Edition!

The UPS Rank & File Daily Log Book

The new revised edition of the *UPS Rank and File Log Book* will help you keep track of all the details that affect your job at UPS, from DR stops, to road conditions, CODs, and total number of stops. The package car log book contains 30 categories, has room for your own notes, will help you protect your job and be better prepared at grievance hearings. Each book lasts 3 months.

Price: \$2.50 each or \$2.00 for 5 or more.

Send me _____ copies.



Name _____ Address _____ Local# _____

City _____ State _____ Zip _____ Phone() _____

Send your order to: TDU, Box 10128, Detroit, MI 48210

Gains Being Lost at Panels

Carhaul Contract Served Up. . .

continued from page 1

contract passed, management stepped up its **attack on owner-operators**, deducting more and more money off the top using ancillary charges, insurance charges and damage charges as an excuse. The requirement that these charges be justified has been turned into a joke by grievance committees that refuse to do their job.

There are also reports that the ICC is investigating phony deductions of the 10% trip lease charges from Smyrna, Tennessee Dixie drivers. (The traffic is "given" to Howard Sober, which owns Dixie.)

In the driveway part of our industry KAT and Dallas & Mavis have been leading an attack on wages, with the result that some terminals have taken cuts or freezes. Nevertheless, there have been some admirable shows of unity, in particular Springfield, Ohio and Portland, Oregon KAT, where concessions were rejected overwhelmingly. One of the major problems here, as elsewhere, is the almost complete lack of contract enforcement by the grievance committees. For example, Virginia KAT drivers have seen their work disappear by backhauls getting premium loads and similar means, but thus far have seen no action from the panel to put a stop to these abuses.

In the yard operations, management has continued the push to part-time workers paid on the incentive plan. At the new Poletown plant Ryder Systems set up yet another phony subsidiary to

do the work at substandard pay.

All of this is more than simple robbery. It is a softening up process for 1988. Management's aim is to get us so confused and demoralized we will accept anything.

Some members may respond by saying, "I told you it was hopeless." Or, "When you're ready to get serious and shoot my terminal manager, give me a call." But let's say you're a forty year old carhauler. You've got twenty years to go in this industry. Imagine what will happen if we don't get our union back in shape. That's why carhaulers at this year's TDU Convention in Atlanta on October 25 & 26 will

be laying plans to strengthen our network. We will be discussing immediate moves we can make to halt the downhill slide and will be laying the groundwork to go on the offensive for improvements in our 1988 contract.

We have been working to improve Teamster carhauling since 1976. All of us are a lot better off than we would have been without the legal defense, contract bulletins and organizing by rank and file Teamster carhaulers.

But many members who voice their support at contract time don't get around to putting up the \$25 to join and support TDU. In the 1986 contract alone, each and every carhauler has



saved many, many times that much. Don't risk your future just counting on a dedicated few to come through with the info you need at contract time, and don't wait until 1988 to stave off another sellout. Join now and help us build the biggest and best movement yet for a decent, enforceable carhaul contract.

St. Louis Joint Council 13

Strike Fund Ruled a "Fiction"

In August, the Joint Council 13 Executive Board, which covers the greater St. Louis area, ruled that the Local 688 strike fund is a "fiction" and that it is perfectly fine for the officers to divert its funding to the general fund. This decision, made by a relatively high-ranking group of Teamster officials, should serve as a warning to the membership in two ways:

First, it shows what the officials think of the relationship between members and officers. The bylaws of Local 688 (the largest local in Missouri with some 11,000 members) state "a

Security Fund shall be established into which ten percent (10%) of all income from membership dues shall be paid." The Joint Council, in its decision, stated that this 10% set-aside was only a "fiction" and in diverting funds out of the Security Fund for general use, the secretary treasurer did nothing wrong.

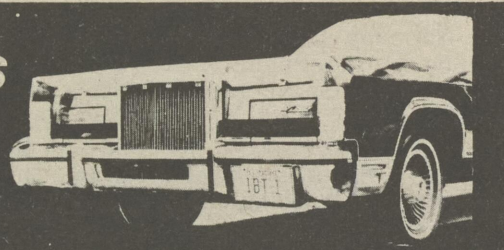
The Security Fund provides for strike benefits of \$100 (including the \$45 or \$55 from the International). But its relatively small balance means that if a large unit of the local went on strike fund would go broke in three weeks.

Second, this decision serves warn-

ing that bylaws protection on funds like this must be clearly worded. If you are contemplating setting up a strike fund, organizing fund, or other special-purpose fund, and want it used only for that purpose, you must write the document very carefully. (TDU is willing to provide help.)

TDU attorneys are reviewing the Joint Council 13 decision to be sure this kind of abuse can be prevented in other local unions. TDU member and steward at Loughman Cabinet, Jesse Mize, brought the charges against Ron Gamache, the secretary treasurer of Local 688, to bring this situation into the light of day.

**Your Dues
Pay for
This?**



Fitzsimmons, Collins Guilty of Health and Welfare Kickbacks.

In September, Francis Richard "Dickie" Fitzsimmons was once again convicted of taking kickbacks and using his union power to enrich himself at the expense of the Teamster membership. Fitzsimmons was found guilty along with Charles Collins, former administrator of the Michigan Conference of Teamsters Health and Welfare Fund, and two executives who were also part of the scam.

The racketeering conviction, which will likely put Fitzsimmons behind bars for at least five years or more, was based on his involvement in a conspiracy to rig the awarding of \$1-million-a-month health care contracts. The conspiracy involved the late Allen Dorfman, the organized crime figure who once controlled the Central States Pension Plan.

Fitzsimmons served a year and a half in 1980 for taking payoffs from trucking firms to sell out the membership. After that, he became a boss at a bus company which was busting the Teamster contract. He is the son of the late Frank Fitzsimmons, Teamster president until 1981. His brother Donald Fitzsimmons works as an International Auditor.

New York Teamster Mysteriously Killed at Work.

Teamster mechanic Bruno Bauer was mysteriously murdered on September 24 while he was at work in the shop at Friedman's Express in the Maspeth area of New York City. Law enforcement officers believe it was the work of a professional killer.

Bauer, a member of Local 707, had complained of sweetheart deals at this company. He had also filed charges with the NLRB and visited federal racketeering investigators regarding threats and no-show jobs. He had an

NLRB hearing scheduled for October 27.

Witnesses at a recent labor racketeering trial in U.S. District Court in New York testified that Local 707's vice president, Nicholas Grancio, is a soldier in the Columbo family and that he is the crime family's connection to the local. Grancio is the union official who investigated and rejected Bauer's complaint about his under-scale wage payments and alleged assault by a shop steward.

TDU attorney Susan Jennik has called upon federal authorities to make the investigation of this murder a top priority and has met with authorities to follow through on the matter.

Albany Business Agent Accused of Extortion.

Court proceedings have begun in the case of Albany Local 294 business agent Michael Robilotto, who allegedly extorted tens of thousands of dollars from Universal City, Inc. during the filming of the movie *Ghost Story*.

Special Prosecutor Kevin McCormack, in his opening statement to the jurors, presented evidence that Robilotto and Louis Spagnola (a steward on the movie job) wished to buy the Way Station Restaurant in Saratoga as a "sham to defraud" a bank to "get money to pay off gambling and other personal debts."

It was also revealed that Robilotto and Spagnola received \$500,000 in loans from the Fulton County National Bank because Robilotto agreed to transfer \$500,000 in deposits to the bank from the Local 294 Welfare Fund. Robilotto's attorney claimed that the local welfare fund is entirely separate from the local union and that Robilotto has no connection to the fund.

Robilotto, son of a former Local 294 president, faces charges of Teamster fund kickbacks, racketeering and single counts of bank fraud, conspiracy and extortion. If convicted he could receive a maximum sentence of 95 years in prison and a \$225,000 fine.

Top Pittsburgh Teamster Official on Trial for Embezzlement.

Joint Council 40 President Jim Beres went on trial September 29. He is charged with embezzling the members' money to squire his girlfriend around the Bahamas, Florida, and other resorts, and even to pay her medical bills from the union welfare fund. He is charged with taking \$11,000 from the union. He pleaded not guilty.

Special Report: What TDU Has Done

continued from page 12

Win. For over three years Local 863 member Ken Murray worked full-time for Lowenstein Service Corporation without being put on the seniority list, gaining union membership or receiving any benefits. Shortly after contacting TDU for legal assistance Murray, and 30 other part-time casuals, who had all been working 40 hour weeks at Lowenstein, were put into the union.

Blowing the Whistle on the Road Driver Casual Rate of Pay. The fight against the abuses of the two-tier contract clause continues. Although the 1985 National Master Freight Agreement included a provision for a lower rate of pay for casuals, it was clear that this did not apply to drivers paid by mileage rates. Nevertheless, employers throughout the country began paying road driver casuals at the lower rate of pay. TDU was there to blow the whistle on this contract violation, and continues to work for action on this problem. So far Central States employers have been pressured into upholding the contract, but more action is needed to stop this practice in the Southern and Eastern Conferences.

Educating on How to Enforce NMFA Language on Casuals. The new contract language on casuals has both strengths and pitfalls. It is also complicated. When it was clear that no direction was forthcoming from the International Union on how stewards and members could enforce and use the language, TDU took action by publishing a special article in *Convoy Dispatch* to explain how it works.

Reprints of this article are available to TDU members at no charge; others should include a donation.

Winning Better Benefits

Every year TDU attorneys and members are on the front lines of the battle to preserve and improve our benefits. Here are just a few of the ways that we have been active over the last year:

Action Preserves Benefits in New Jersey Locals. When New Jersey Teamsters were shocked to find out that their pension funds had changed rules regarding reciprocity (meaning lower benefits for many members) TDU got busy with organizing and legal assistance. Almost immediately, several of the funds agreed to change their rules back, insuring that members would continue to get pro-rate payments from each plan they worked under. The Local 478 Plan, which initially refused to budge, has just decided to give in on this crucial issue (see story page 3).

Sudden Benefit Cutoffs Stopped in the Central States. In January, successful legal action by TDU members and attorneys stopped the practice by the Central States Health and Welfare Plan of cutting members benefits off suddenly when their employer was delinquent in payments. The action taken by TDU attorney Tom Geoghegan won the following improvements: 1) members must receive 30 days advance notice of benefits being cut; 2) the plan will now allow any Teamster

thus-affected to make self-payments under the regular rate or a special reduced rate plan; 3) the fund will not cut off members unless their employer is at least 45 days delinquent.

Pressure Aided Fight for 30-and-out in Local 710. Thanks to pressure mounted by many rank and file Teamsters in the giant, Chicago-based Local 710, and legal steps taken by TDU in preparation for litigation, this local finally agreed to provide reciprocal benefits on the 30-and-out benefit. This victory insures that Teamsters

Fighting for the Right to Vote

By far the most ambitious project taken on in the last year was the campaign to build support for the right to vote on top IBT officers. The right to vote is a long-term goal, but big strides were made this year:

Right to Vote Petition Drive Built Support. Thousands of Teamsters worked hard to get signatures on the national petition for the right to vote, with the result that nearly 100,000 Teamsters signed on before the IBT

process to keep Presser in power is illegal under U.S. law.

Legal Action Continues. On September 4, 1986 we sued the Secretary of Labor for failing to enforce the law concerning Teamster elections. TDU attorneys will be working hard on this, and other cases seeking the right to vote for our top officers. Thanks to the election challenge at the IBT Convention of independent candidate Sam Theodus and TDU member Jack Vlahovic, there is a basis for taking this action.

Rank and File on the Convention Floor. For the first time ever a significant number of Teamster local officers took a stand for greater democracy within our union. In fact, 100 officers signed a letter to convention delegates calling for support of the motion on the right to vote. Without the TDU national campaign for the right to vote leading up to the convention it is doubtful that this would have happened, or that there would have been any voice raised on the convention floor in the interests of rank and file Teamsters. Backed by the hard work and support by many members, delegates were able to raise eight motions and resolutions on the floor of the convention. Some of these, like the right to vote and increased strike benefits, obtained wide support, though actual numbers cannot be calculated as these were voice votes.

We are proud of the fine TDU members who took the floor to speak out for positive change in our union. We are confident they will be among the future leaders of our union.

Let's Keep Growing

So the next time that a brother or sister Teamster asks you, "What has TDU done?"—let them know by showing them this list of accomplishments for the past year. We should be proud of our work over the last year as we go into the 11th Annual Rank and File Convention, but we should set our sights on how to keep the movement for democracy within our union growing, and how to translate the agreement of most Teamsters with our principles into active, solid support.

The Washington Post

A22 SATURDAY, MARCH 8, 1986

IT COMES AS no surprise that the President's Commission on Organized Crime has found mob links to the Teamsters. The union has been the focus of corruption charges for at least 30 years; three of its former presidents have gone to prison, and the current president, Jackie Presser, has been the target of a Justice Department strike force investigation and extensive grand jury proceedings. Still, the union continues to be dominated by men who, according to the commission, "have been firmly under the influence of organized crime since the '50s." What, other than continuing the investigations and prosecutions, can be done to change the situation?

One possibility is to focus on the election process within the union. Federal law requires labor organizations to elect their national leadership by one of two methods: members vote by secret ballot directly for the president, or they elect delegates to a convention that makes the selection. The Teamsters and one other national labor organization—the Amalgamated Transit Union—use a somewhat different method, which was described in detail in a recent article in this paper by Peter Perl. In these two unions, members vote for local officers, some of whom eventually become delegates to the national convention. In the case of the Teamsters, some local elections are held as long as 30 months before the national convention, and only 40 percent of those elected actually become delegates.

In 1966 the Labor Department approved this procedure, holding it consistent with the requirements of the law. That view was reaffirmed in 1971, but since the last year of the Carter administration, department officials, both career and appointed, have sought to reverse the ruling. So far, they have not succeeded, which may be due to the political clout of the Teamsters or to the legitimate objection that the law really is unclear.

Teamsters for a Democratic Union, an organization of union members fighting Mr. Presser, took another tack by asking a federal court to require timely and direct elections for president. But this week, the TDU suit was dismissed for the procedural reason that the law does not authorize pre-election court challenges. An action can be refilled after the next election in May.

There is a third way to address this problem, and that is in Congress. Labor Department officials do not recall any recent efforts in the legislature to amend the Landrum-Griffin law and clarify the rules for union elections. Arthur Fox, a lawyer for the TDU, claims that the Teamsters' aberrational election process "is the method they have used to have a string of bad apples elected." Requiring a truly democratic procedure for electing the union president might make an important difference. If the department and the courts are unable or unwilling to act, Congress has an obligation to do so. The labor committees in both houses should start the ball rolling.

who have worked under both the Local 710 Plan and the Central States Plan can get \$1,000 after 30 years, with payments made pro-rata by each fund.

Local Election Victories

Part of the struggle for a stronger union involves bringing new leadership into our locals. Over the last year, many TDU members won office for the first time, and many others were re-elected to office. Election victories occurred across the country. TDU members in Watsonville California, San Jose California, Baltimore Maryland, Bridgeport Connecticut, Hartford Connecticut, Mansfield Ohio and San Francisco California won positions from business agent to head of their locals.

In Springfield, Ohio Local 654 rights were preserved and a rerun of their election won after TDU took action on the side of a TDU member in the local.

In Chicago Local 710 TDU attorneys filed charges on behalf of challengers, with the result that the Department of Labor has ordered a new election.

In Philadelphia Local 463 members formed a movement to improve their union called Better Opportunity With Leadership (BOWL). They ran for office and lost narrowly, just seven votes for the top spot. They didn't stop there and now the U.S. Department of Labor has sued the officers in court over serious violations, and a new (supervised) election is expected next year.

Convention in May. This was the most signatures ever gotten on a Teamster petition drive.

In addition, we were able to get the support of broad sections of the public. The President's Commission on Organized Crime, the *Washington Post*, and other major newspapers editorially endorsed our stand. We worked with members of the House and Senate to build support. This led to an investigative report, which came out in February, revealing that 15 top present and former officers of the U.S. Department of Labor agreed with us that the

Be a TDU Recruiter

We should be proud of the past year's accomplishments but we can't stop there. Winning the goal of a powerful, democratic union will take the active support of more Teamsters. Here are two easy steps you can take to help TDU do even more in the coming year:

- 1) Order a TDU Recruitment Kit and membership cards to use in signing up fellow workers.
- 2) Sign up for a monthly bundle of *Convoy Dispatch* to keep other Teamsters informed and let them know what TDU is doing.

Yes, I will help build TDU by recruiting new members and distributing *Convoy Dispatch*. Please send me membership applications and a bundle of ____ *Convoys*. (Prices: \$9-100; \$5-50; \$4-20; \$3-10).

(Use coupon on page 12)

"A Year of Hard Work and Victories"

Ken Paff
TDU National Organizer
Detroit, Michigan

One of the most frequently asked questions by prospective TDU members is, "What has TDU done?" Well, here are just some of the things we have accomplished and taken on since our last convention in October 1985. Some of the things listed here are major victories that will affect thousands of Teamsters. Others are more modest in scale but no less important. On the road to reforming our union these victories and projects, large and small, move us ahead and gain more support for our long-term goals. None of these accomplishments would have been possible without the hard work and support of many dedicated Teamsters.

Legal Precedents Won

Over the years the work of TDU attorneys has been impressive. The last year has again seen some major precedents set by TDU attorneys.

In the **Carothers v Presser** case, a significant new right was won for Teamsters covered by national contracts. This legal victory, which arose out of the 1985 carhaul contract campaign, means that the International Union now has to allow opposition forces the right to use the union's mailing list to send members differing views of contract terms. Although the ability to do this will depend on raising enough money for such a large mailing, this victory will significantly change our ability to get rank and file points of view heard.

Another significant precedent was set by Attorney Arthur Fox in the case he won before the U.S. Court of Appeals concerning the NLRB's policy of "deferring" to grievance procedure decisions.

In the case, which involved Birming-

ham Local 612 PIE driver Melvin Taylor, the court of appeals ruled that the NLRB's deferral policy "gives away too much of the Board's responsibility" to insure that members' rights are protected. While this decision has not had the effect of completely changing the NLRB's practices overnight, it is a very important step in that direction.

Protecting Members' Right to Vote in Local Union Affairs. This is an important activity in TDU, and in September 1985 the U.S. Court of Appeals ruled in our favor regarding the right of Chicago Local 710 members to vote on changing their bylaws. The court ruled that the bylaws vote would have to be by regional meetings or mail ballot to insure that the many Local 710 members in Illinois and Indiana have an opportunity to vote. The precedent-setting ruling also allows members who live far from the local to have absentee ballots. The case started over a proposed bylaws change to guarantee members the right to elect their stewards, rather than have them appointed. The court has now further ordered that the local hold four regional meetings and mail absentee ballots to members who live more than 50 miles from the site of the meetings. The vote will be later this fall.

Jobs and Rights Protected

Over the past year there were many, many cases of TDU members who, with help from the national office or TDU attorneys, worked to get better conditions on the job, in their local unions, and to protect members against unjust discipline. Here are a few examples of what has been accomplished:

New Mexico Feeder Drivers' Rights Preserved. When Tucumcari, New Mexico UPS feeder drivers were told that their jobs were being shifted to



At Left: TDU went to Las Vegas to insure that the call for the right to vote was raised at the convention. At right, TDUer Juan Parra.

Albuquerque and Amarillo, and that they would not be allowed to follow their jobs, they turned to TDU for help. By getting organized, starting a petition drive and putting pressure on, they were able to get their contract enforced and their rights preserved. On September 18 the drivers affected were notified that they would be allowed to follow their work.

Watsonville, California Teamster Juan Parra Wins \$135,000. On November 19, 1985 the town of Watsonville was alive with the sound of celebration following a jury's decision to award TDU member Juan Parra \$135,000 for racial discrimination that led to his firing from Watsonville Canning Co. in 1981. In a set-up, Parra was fired for alleged assault of a supervisor. TDU attorney Dan Siegel took on the case. The local TDU chapter organized Juan's co-workers into a defense committee and raised money for his case. Petitions and rallies were also conducted to raise public awareness on the issue, and helped lead to the happy conclusion.

Houston Local 988 Carhauler Reinstated to Union. When Houston Local 988 expelled TDU member Roger Thomas from the local, TDU got on the job to win his reinstatement. Thomas was expelled for allegedly saying that a steward at Jack Cooper had taken a payoff from management. In fact, it was common knowledge that the steward had taken a \$2400 "loan" from management. Litigation was prepared and a suit filed in Thomas' behalf and in January 1986 the IBT ordered Local 988 to reverse its decision.

New York Local 138 Steward Wins Job and Backpay. After nearly a year of organizing and legal work by TDU attorneys, Key Food Steward John Smallman won an NLRB ruling overturning an arbitrator's decision that had upheld his firing. Smallman was fired by Key Food for the "offense" of using unauthorized grievance forms and doing union business on company time. With no help forthcoming from the local, TDU members in the area rallied support for Smallman. They picketed Key Food and organized a June, 1985 rally of close to 200 supporters. Their hard work paid off, and although Smallman's case is under appeal, he is expected to be back to work soon.

Philadelphia UPS Teamsters Help Steward Win Job. Just this month Philadelphia UPS Teamsters had a

victory when they were able to help Local 384 steward Keith Miller win reinstatement to his job. (See story on page 9.)

Paul's Trucking TDUs Win Improvements in Absentee Policy. When Paul's Trucking in New Jersey (which is owned and operated for Pathmark Supermarkets) unilaterally imposed a severe and unjust absentee policy, the workers were furious. They demanded that their local take action, but the BA responded that nothing could be done. Thirty members then attended a TDU meeting seeking help. Soon a petition drive was underway and pressure was building against the new policy. Within several weeks the company agreed to eliminate some of the worst provisions. Although not a total victory, these members made significant progress.

Dangers of Jifflox Fought by TDU Washington Office. A major campaign was kicked off this year over the dangers of the Jifflox convertor dollies used by some major Teamster employers. A national petition campaign, with participation from drivers around the country, was carried out. In addition, statistics and information on accidents were solicited from drivers. In the case of Roadway in Toledo, TDU had to go to OSHA to enforce the handing over of accident statistics (this battle is still going on). This information and the petition have been used to present a case to the National Highway Traffic Safety Administration (NHTSA), which may take action in the next several weeks.

Some of this organized pressure has already paid off at PIE Nationwide, where changes were made in the counter-balance and leg stand of the dollies.

Stopping the Abuse of Casual Labor

Despite promises that the changes in the new freight contract would improve the chance for casuals to make seniority, and prevent some of the abuses that have occurred at many major Teamster employers, the situation has gotten worse instead of better. TDU is dedicated to fighting the abuse of casuals and winning more permanent jobs. There is still a long way to go, but here are several things we accomplished in the last year:

New Jersey "Part-time" Casuals

continued on page 11

We Can Do More

As this Special Report shows we have taken on and accomplished a great deal over the last year. We can do even more in the coming year if Teamsters like yourself get behind the effort for a stronger union. Use this application form to join the organization that is doing so much for rank and file Teamsters.

TDU Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)